

COMPENSATION REVIEW COMMISSION

Report of
Information Received by the Commission
and
Recommendations

February 21, 2005

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COMPENSATION REVIEW COMMISSION

Report of
Information Received by the Commission
and
Recommendations

February 21, 2005

Compensation Review Commission

Member List

Prepared: February 21, 2005

By: HLS Staff

Loy F. Weaver, Chairman

Representing: LA House of Representatives
First Guaranty Bank
P. O. Box 809
Homer, LA 71040
Phone: (318) 927-3000
Fax: (318) 927-6862

Richard Gill

Representing: Statewide Elected Officials
The Shaw Group
4171 Essen Lane
Baton Rouge, LA 70809
Phone: (225) 932-2532
Fax: (225) 925-9146

Ronald Goux

Representing: LA Senate
P. O. Box 1429
Mandeville, LA 70470
Phone: (985) 626-1900
Fax: (985) 727-9963

Dr. William L. Jenkins

Representing: Statewide Elected Officials
3810 West Lakeshore Drive
Baton Rouge, LA 70808
Phone: (225) 578-2111
Fax: (225) 578-5524

Raymond Laborde

Representing: LA Senate
317 North Main Street
Marksville, LA 71351
Phone: (318) 253-7125
Fax: None

Dr. Jacqueline Mims

Representing: LA House of Representatives
EBR Division of Human Development & Services
4523 Plank Rd.
Baton Rouge, LA 70805
Phone: (225) 358-4512
Fax: (225) 356-7868

Daniel F. "Dan" Packer, Jr.

Representing: Chief Justice of La. Supreme Court
Entergy New Orleans, Inc.
1600 Perdido Street, Building 505
New Orleans, LA 70112
Phone: (504) 670-3620
Fax: (504) 670-3618

John W. Squires, Vice Chairman

Representing: Statewide Elected Officials
608 Dumbarton Dr.
Shreveport, LA 71106
Phone: (318) 865-4545
Fax: (318) 865-3462

Dr. Charles C. Teamer, Sr.

Representing: Statewide Elected Officials
Dryades Savings & Loans
P. O. Box 56009
New Orleans, LA 70156
Phone: (504) 581-5891
Fax: (504) 598-7233

Compensation Review Commission

P. O. Box 44486

Baton Rouge, Louisiana 70804-4486

Loy F. Weaver, Chairman

John W. Squires, Vice Chairman

February 28, 2005

The Honorable Joe R. Salter
Speaker of the House of Representatives
State Capitol
Baton Rouge, Louisiana 70804

The Honorable Donald E. Hines
President of the Senate
State Capitol
Baton Rouge, Louisiana 70804

Re: Compensation Review Commission
Report of Recommendations Adopted on February 21, 2005

Dear Speaker Salter and President Hines:

The Compensation Review Commission submits to you the accompanying report in accordance with R.S. 42:1485. The commission met on February 21, 2005, and adopted these recommendations for compensation of members of the legislature and statewide elected officials.

In addition to our recommendations, the report includes the information received by the committee to assist us in our deliberations, as well as proposed Concurrent Resolutions and a Bill to implement the recommendations.

We have tried to make reasonable recommendations that the legislature can adopt. Our research demonstrates that these very moderate increases are very much in line with salaries of officials in the Southern region. Though the commission did not adopt a formal recommendation concerning its own work, based upon our discussions I would suggest that, if the legislature again determines it is not feasible to take some action to begin to implement the commission recommendations, perhaps it is time for the legislature to reconsider the role of the commission.

I want to thank the members of the commission for their work and the serious attention they have given to this important task.

Sincerely yours,

Loy F. Weaver

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REPORT OF THE COMPENSATION REVIEW COMMISSION

In accordance with action taken by the Compensation Review Commission at a meeting on February 21, 2005, the commission submits this report, including:

- A recommendation for an increase in salary for legislators and a recommendation that the legislature abolish the unvouchered expense allowance for legislators and include the amount of the allowance in legislators' salary.
- A recommendation for an increase in the salary of the governor and statewide elected officials.
- Drafts of Resolutions and statutory language to implement the commission's recommendations:
 - (1) Three draft Resolutions are included in order to permit the legislature to adopt commission recommendations for salaries of legislators jointly with or separately from those for salaries of the governor and statewide elected officials. These include a Resolution for adoption of recommended legislative salaries; a Resolution for adoption of recommended salaries for the governor and statewide elected officials; and a Resolution for adoption of all such salary recommendations.
 - (2) A draft of a Bill to provide statutory changes to implement the commission's recommendation for abolition of the unvouchered expense allowance for legislators and incorporation of the amount of the increase in legislators' salaries.
- The information received by the commission for consideration in determining its recommendations.

COMMISSION RECOMMENDATIONS
for
Legislative Salary
as Adopted by the Commission on February 21, 2005

Recommendation:

Salary:

That the annual base salary of each legislator be increased by 7% such that the annual base salary of each legislator shall be \$17,976; that the annual base salary of the House speaker and the Senate president be increased by 7% such that the annual base salary of each presiding officer shall be \$34,240; that the annual base salary of the House speaker pro tempore and the Senate president pro tempore be increased such that the annual base salary of the House speaker pro tempore and the Senate president pro tempore be \$26,215.

Legislative Expense Allowance:

That the \$500-per-month unvouchered expense allowance be eliminated and that amount be added to the salary of legislators after the 7% increase.

Proposed salaries are summarized in the table below:

	Current Base Salary	7%	Subtotal	+\$6,000	Total-Proposed Salary
Legislators	\$16,800	\$1,176	\$17,976	\$6,000	\$23,976
Presiding Officers	\$32,000	\$2,240	\$34,240	\$6,000	\$40,240
Pro Tempores	\$24,500	\$1,715	\$26,215	\$6,000	\$32,215

Effective Date:

That the salary increases recommended be effective July 1, 2005.

Explanation:

The 7% increase in salary is based on the total cost of living increases for 2003 (2.3%), 2004 (2.7%), and 2005 (2.0%).

COMMISSION RECOMMENDATIONS
for
Salary for Statewide Elected Officials and the Governor
As Adopted by the Commission on February 21, 2005

Recommendation:

Governor:

That the annual salary of the governor shall be \$101,650.

Statewide elected officials - Lieutenant Governor, Secretary of State, Attorney General, Treasurer, Commissioner of Agriculture, and Commissioner of Insurance:

That the annual salary of each of the other state officials elected statewide shall be \$90,950.

Proposed salaries are summarized in the table below:

	Current Salary	7%	Proposed Salary
Governor	\$95,000	\$6,650	\$101,650
Statewides	\$85,000	\$5,950	\$90,950

Effective Date:

That the salary increases recommended be effective July 1, 2005.

Explanation:

The 7% increase in salary is based on the total cost of living increases for 2003 (2.3%), 2004 (2.7%), and 2005 (2.0%).

DRAFT INSTRUMENTS

■ Legislators

Concurrent Resolution: Approves the salaries for legislators as recommended by the Compensation Review Commission

Bill: Removes provisions for the \$500 unvouchered monthly expense allowance and includes that amount in the salary of legislators as recommended by the Compensation Review Commission

■ Statewide Elected Officials

Concurrent Resolution: Approves the salaries for statewide elected officials as recommended by the Compensation Review Commission

■ Legislators and Statewide Elected Officials

Concurrent Resolution: Approves the salaries for legislators and statewide elected officials as recommended by the Compensation Review Commission

CONCURRENT RESOLUTION:

Approves the salaries for legislators as recommended by the Compensation Review Commission

Regular Session, 2005

CONCURRENT RESOLUTION NO.

BY

ELECTED OFFICIALS/COMP: Approves salaries for legislators as recommended by the Compensation Review Commission

A CONCURRENT RESOLUTION

2 To approve the salary for legislators recommended by the Compensation Review Commission
3 in accordance with law and to provide an effective date for such salary.

4 WHEREAS, the Compensation Review Commission is required by law to make a study of
5 the salaries, expenses, reimbursements, other forms of compensation, and benefits of statewide
6 elected officials and members of the legislature and may submit a report of its recommendations
7 concerning compensation and benefits to the legislature at any regular session in an odd-
8 numbered year; and

9 WHEREAS, the law further provides that, if approved by concurrent resolution adopted by
10 a favorable vote of the majority of the elected members of each house according to the same
11 procedures and formalities required for the passage of a bill, except for submission to the
12 governor, the salaries recommended in the report shall take effect on the day recommended by

1 the commission in its report and it requires that the concurrent resolution specify such effective
2 date for the salaries; and

3 WHEREAS, the law further provides that, other than recommended salaries, any other
4 recommendation of the commission may be implemented only as provided by such change in
5 law, resolution, rule, or policy as is necessary to provide for such implementation; and

6 WHEREAS, the Compensation Review Commission held extensive public meetings prior
7 to the 2001 Regular Session of the Legislature, including meetings on January 19, 2000, February
8 8, 9, and 10, 2000, February 16, 2000, September 28 and 29, 2000, January 8, 2001, and January
9 22, 2001, and the commission received testimony and information from a great number of
10 organizations and individuals, including but not limited to the governor, statewide elected
11 officials or their representatives, a number of secretaries of executive branch departments, the
12 presiding officers of the House and Senate, the clerk of the House of Representatives and the
13 secretary of the Senate, legislators and former legislators, and lobbyists; and

14 WHEREAS, the commission devoted much time and effort to receiving testimony and
15 information and to discussing and deliberating about the appropriate salary amounts and other
16 compensation and benefits which should be provided for members of the legislature and
17 statewide elected officials and submitted a report of the recommendations adopted by the
18 commission together with substantial documentation in a report to the legislature prior to the
19 2001 Regular Session as required by law; and

20 WHEREAS, the commission then met on May 14, 2003, and reviewed, updated, adopted,
21 and submitted its recommendations to the presiding officers of the two houses of the legislature
22 pursuant to law; and

23 WHEREAS, the commission met again on February 21, 2005, and reviewed, discussed, and
24 deliberated its previous recommendations in addition to a variety of information regarding the
25 compensation of statewide elected officials and legislators from several sources; and

1 WHEREAS, the commission, after careful consideration, adopted as its recommendation
2 an increase of seven percent in the salary amounts provided for members of the legislature and
3 statewide elected officials based upon the increase and estimated increase in the cost of living for
4 the years 2003, 2004, and 2005, and submitted a report of the recommendations adopted by the
5 commission together with the information considered by the commission to the presiding officers
6 of the two houses of the legislature pursuant to law.

7 THEREFORE, BE IT RESOLVED that the Legislature of Louisiana does hereby approve
8 a seven percent increase in the salaries for legislators as recommended in the report of the
9 Compensation Review Commission to the legislature, submitted in 2005 as provided by law.

10 BE IT FURTHER RESOLVED that, as provided in the report of the Compensation Review
11 Commission, the salaries for legislators, for the president of the Senate and the speaker of the
12 House of Representatives, and for the president pro tempore of the Senate and the speaker pro
13 tempore of the House of Representatives approved by this Resolution shall become effective on
14 July 1, 2005.

15 BE IT FURTHER RESOLVED that the salaries of the legislators approved by this
16 Resolution shall be paid in the same manner as legislative salaries have been paid prior to the
17 adoption of this Resolution.

18 BE IT FURTHER RESOLVED that copies of this Resolution shall be transmitted to the
19 speaker of the House of Representatives and the president of the Senate.

DIGEST

The digest printed below was prepared by House Legislative Services. It constitutes no part of the legislative instrument.

CR No.

Present law requires the Compensation Review Commission to study the salaries, expenses, reimbursements, other forms of compensation, and benefits of statewide elected officials and members of the legislature. Requires a report to the legislature 60 days prior to any regular session in an odd-numbered year and authorizes submission of a report every two years at any regular legislative session in an odd-numbered year. Provides that, if approved by concurrent resolution adopted by a favorable vote of the majority of the elected members of each house, the salaries recommended in the report shall take effect on the day recommended by the commission in its report. Requires that the Resolution specify such effective date. Requires that the Resolution be adopted according to the same procedures and formalities required for the passage of a bill, except for submission to the governor. Specifies that, other than the recommended salaries, any other commission recommendation may be implemented only as provided by such change in law, resolution, rule, or policy as is necessary to provide for such implementation.

Proposed Resolution approves the salaries for legislators recommended in the report of the Compensation Review Commission to the legislature, submitted to the presiding officers in 2005 pursuant to law. The recommendation provides that the salary of legislators be increased by 7% based on cost-of-living increases for 2003 (2.3%), 2004 (2.7%), and 2005 (2.0%--estimated). The salary amounts are:

Legislators	\$17,976
Speaker of the House and Senate president	\$34,240
Speaker pro tempore and president pro tempore	\$26,215

Proposed resolution provides that the salaries so approved shall become effective on July 1, 2005.

Proposed resolution provides that the salaries of legislators so approved shall be paid in the same manner as legislative salaries have been paid prior to the adoption of the proposed resolution.

BILL:

Removes provisions for the \$500 unvouchered monthly expense allowance and includes that amount in the salary of legislators as recommended by the Compensation Review Commission

Regular Session, 2005

BILL NO.

BY

ELECTED OFFICIALS/COMP: Provides for the compensation of legislators as recommended by the Compensation Review Commission

1 AN ACT

2 To amend and reenact R.S. 24:31.1(A), 502(A), 504(B), 506(A), and 507(B) and to repeal R.S.
3 24:31.1(E), relative to the compensation of members of the legislature; to provide for the
4 salary of legislators; to provide for the salary of the presiding officers of the legislature; to
5 provide for the salary of the speaker pro tempore of the House of Representatives; to
6 provide for the salary of the president pro tempore of the Senate; to remove certain
7 provisions for a monthly expense allowance; and to provide for related matters.

8 Be it enacted by the Legislature of Louisiana:

9 Section 1. R.S. 24:31.1(A), 502(A), 504(B), 506(A), and 507(B) are hereby amended and
10 reenacted to read as follows:

11 §31.1. Salary for members; expense allowance; mileage allowance

12 A. In addition to the per diem and all other allowances provided by law for

1 members of the Legislature of Louisiana, each member of the legislature, except the
2 president and the president pro tempore of the Senate and the speaker and the speaker pro
3 tempore of the House of Representatives, shall be paid a salary in the full sum of ~~sixteen~~
4 ~~thousand eight hundred~~ twenty-three thousand nine hundred and seventy-six dollars per
5 annum.

6 * * *

7 §502. Speaker of the House of Representatives; salary; expenses

8 A. The salary of the speaker of the House of Representatives shall be ~~thirty-two~~
9 ~~thousand~~ forty thousand two hundred forty dollars per annum, such salary to be payable
10 monthly on his own warrant and drawn on the general fund of the state. This salary shall
11 be compensation to the speaker for service to the House of Representatives, including that
12 rendered during regular and extraordinary sessions of the legislature and during the interim
13 between sessions.

14 * * *

15 §504. Speaker pro tempore; assumption of duties of speaker; salary

16 * * *

17 B. The salary of the speaker pro tempore of the House of Representatives shall be
18 ~~twenty-four thousand five hundred~~ thirty-two thousand two hundred fifteen dollars per
19 annum. This salary shall be compensation to the speaker pro tempore for service to the
20 House of Representatives, including that rendered during regular and extraordinary sessions
21 of the legislature and during the interim between sessions. The salary provided for in this
22 Section shall be payable in the same manner as provided in R.S. 24:31.1(B). The speaker
23 pro tempore shall be entitled to the per diem and all other allowances provided by law for
24 members of the Legislature of Louisiana.

25 * * *

1 §506. President of the Senate; salary; expenses

2 A. The salary of the president of the Senate shall be ~~thirty-two thousand forty~~
3 thousand two hundred forty dollars per annum, such salary to be payable monthly on his
4 own warrant and drawn on the general fund of the state. This salary shall be compensation
5 to the president for service to the Senate, including that rendered during regular and
6 extraordinary sessions of the legislature and during the interim between sessions.

7 * * *

8 §507. President pro tempore; assumption of duties of president; salary

9 * * *

10 B. The salary of the president pro tempore of the Senate shall be ~~twenty-four~~
11 ~~thousand five hundred~~ thirty-two thousand two hundred fifteen dollars per annum. This
12 salary shall be compensation to the president pro tempore for service to the Senate,
13 including that rendered during regular and extraordinary sessions of the legislature and
14 during the interim between sessions. The salary provided for in this Section shall be
15 payable in the same manner as provided in R.S. 24:31.1(B). The president pro tempore
16 shall be entitled to the per diem and all other allowances provided by law for members of
17 the Legislature of Louisiana.

18 Section 2. R.S. 24:31.1(E) is hereby repealed in its entirety.

19 Section 3. This Act shall become effective on July 1, 2005; if vetoed by the governor and
20 subsequently approved by the legislature, this Act shall become effective on July 1, 2005, or on
21 the day following such approval by the legislature, whichever is later.

DIGEST

The digest printed below was prepared by House Legislative Services. It constitutes no part of the legislative instrument.

B No.

Abstract: Removes provisions for the \$500 unvouchered monthly expense allowance and includes that amount in the salary of legislators as recommended by the Compensation Review Commission so that the salary of a legislator is \$23,976; the salary of each presiding officer is \$40,240; and the salary of the speaker pro tempore and the president pro tempore is \$32,215.

Present law (R.S. 24:31.1(A)) provides that in addition to the per diem and all other allowances provided by law for members of the legislature, each member, except the president and the president pro tempore of the Senate and the speaker and the speaker pro tempore of the House of Representatives, shall be paid a salary of \$16,800 per annum. Present law (R.S. 24:502, 504, 506, & 507) additionally provides that the salary of the speaker of the House and the president of the Senate is \$32,000 per annum and that the salary of the speaker pro tempore of the House and the president pro tempore of the Senate is \$24,500 per annum.

Present law (R.S. 24:31.1(E)) provides that in addition to the salary, compensation, and all other allowances provided by law for members of the legislature, each member of the legislature shall be paid a monthly expense allowance in the amount of \$500 per month for expenses in connection with the holding or conduct of their office.

Proposed law repeals provisions for the \$500 monthly expense allowance in present law (R.S. 24:31.1(E)).

Proposed law provides that the salary for each member of the legislature, except the president and the president pro tempore of the Senate and the speaker and the speaker pro tempore of the House of Representatives, shall be \$23,976 per annum. Proposed law additionally provides that the salary of the speaker of the House and the president of the Senate shall be \$40,240; per annum and that the salary of the speaker pro tempore of the House and the president pro tempore of the Senate shall be \$32,215 per annum.

Effective July 1, 2005.

(Amends R.S. 24:31.1(A), 502(A), 504(B), 506(A), and 507(B); Repeals R.S. 24:31.1(E))

CONCURRENT RESOLUTION:

Approves the salaries for statewide elected officials as recommended by the Compensation Review Commission

Regular Session, 2005

CONCURRENT RESOLUTION NO.

BY

ELECTED OFFICIALS/COMP: Approves salaries for statewide elected officials as recommended by the Compensation Review Commission

1 A CONCURRENT RESOLUTION

2 To approve salaries for statewide elected officials recommended by the Compensation Review
3 Commission in accordance with law; to authorize and direct the state treasurer to pay the
4 salaries so approved; and to provide an effective date for such salaries.

5 WHEREAS, the Compensation Review Commission is required by law to make a study of
6 the salaries, expenses, reimbursements, other forms of compensation, and benefits of statewide
7 elected officials and members of the legislature and may submit a report of its recommendations
8 concerning compensation and benefits to the legislature at any regular session in an odd-
9 numbered year; and

10 WHEREAS, the law further provides that, if approved by concurrent resolution adopted by
11 a favorable vote of a majority of the elected members of each house according to the same
12 procedures and formalities required for the passage of a bill, except for submission to the

1 governor, the salaries recommended in the report shall take effect on the day recommended by
2 the commission in its report and it requires that the concurrent resolution specify such effective
3 date for the salaries; and

4 WHEREAS, the law further provides that, other than recommended salaries, any other
5 recommendation of the commission may be implemented only as provided by such change in
6 law, resolution, rule, or policy as is necessary to provide for such implementation; and

7 WHEREAS, the Compensation Review Commission held extensive public meetings prior
8 to the 2001 Regular Session of the Legislature, including meetings on January 19, 2000, February
9 8, 9, and 10, 2000, February 16, 2000, September 28 and 29, 2000, January 8, 2001, and January
10 22, 2001, and the commission received testimony and information from a great number of
11 organizations and individuals, including but not limited to the governor, statewide elected
12 officials or their representatives, a number of secretaries of executive branch departments, the
13 presiding officers of the House and Senate, the clerk of the House of Representatives and the
14 secretary of the Senate, legislators and former legislators, and lobbyists; and

15 WHEREAS, the commission devoted much time and effort to receiving testimony and
16 information and to discussing and deliberating about the appropriate salary amounts and other
17 compensation and benefits which should be provided for members of the legislature and
18 statewide elected officials and submitted a report of the recommendations adopted by the
19 commission together with substantial documentation in a report to the legislature prior to the
20 2001 Regular Session as required by law; and

21 WHEREAS, the commission then met on May 14, 2003, and reviewed, updated, adopted,
22 and submitted its recommendations to the presiding officers of the two houses of the legislature
23 pursuant to law; and

24 WHEREAS, the commission met again on February 21, 2005, and reviewed, discussed, and
25 deliberated its previous recommendations in addition to a variety of information regarding the

1 compensation of statewide elected officials and legislators from several sources; and

2 WHEREAS, the commission, after careful consideration, adopted as its recommendation
3 an increase of seven percent in the salary amounts provided for members of the legislature and
4 statewide elected officials based upon the increase and estimated increase in the cost of living for
5 the years 2003, 2004, and 2005, and submitted a report of the recommendations adopted by the
6 commission together with the information considered by the commission to the presiding officers
7 of the two houses of the legislature pursuant to law.

8 THEREFORE, BE IT RESOLVED that the Legislature of Louisiana does hereby approve
9 a seven percent increase in the salaries for statewide elected officials as recommended in the
10 report of the Compensation Review Commission to the legislature, submitted in 2005 as provided
11 by law.

12 BE IT FURTHER RESOLVED that the state treasurer is authorized and directed to pay
13 warrants for the salaries of statewide elected officials approved by this Resolution.

14 BE IT FURTHER RESOLVED that, as provided in the report of the Compensation Review
15 Commission, the salaries for the governor, the lieutenant governor, the secretary of state, the
16 attorney general, the state treasurer, the commissioner of agriculture, and the commissioner of
17 insurance approved by this Resolution shall become effective on July 1, 2005.

18 BE IT FURTHER RESOLVED that a copy of this Resolution shall be transmitted to the
19 state treasurer.

DIGEST

The digest printed below was prepared by House Legislative Services. It constitutes no part of the legislative instrument.

CR No.

Present law created the Compensation Review Commission. Requires the commission to study the salaries, expenses, reimbursement, other forms of compensation, and benefits of statewide elected officials and members of the legislature. Requires a report to the legislature 60 days prior to any regular session in an odd-numbered year and authorizes submission of a report every two years at any regular legislative session in an odd-numbered year. Provides that, if approved by concurrent resolution adopted by a favorable vote of the majority of the elected members of each house, the salaries recommended in the report shall take effect on the day recommended by the commission in its report. Requires that the Resolution specify such effective date. Requires that the Resolution be adopted according to the same procedures and formalities required for passage of a bill, except for submission to the governor. Specifies that, other than the recommended salaries, any other commission recommendation may be implemented only as provided by such change in law, resolution, rule, or policy as is necessary to provide for such implementation.

Proposed resolution approves the salaries for statewide elected officials recommended in the report of the Compensation Review Commission to the legislature, submitted to the presiding officers in 2005 as provided by law. The recommendation provides that the salary of the statewide elected officials be increased by 7% based on cost-of-living increases for 2003 (2.3%), 2004 (2.7%), and 2005 (2.0%--estimated). The salary amounts are:

Governor	\$101,650
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Other statewide elected officials	\$90,950
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Proposed resolution authorizes and directs the state treasurer to pay warrants for the salaries so approved.

Proposed resolution provides that the salaries so approved shall become effective on July 1, 2005.

CONCURRENT RESOLUTION:

Approves the salaries for legislators and statewide elected officials as recommended by the Compensation Review Commission

Regular Session, 2005

CONCURRENT RESOLUTION NO.

BY

ELECTED OFFICIALS/COMP: Approves salaries for statewide elected officials and legislators as recommended by the Compensation Review Commission

1 A CONCURRENT RESOLUTION

2 To approve salaries for legislators and statewide elected officials recommended by the
3 Compensation Review Commission in accordance with law; to authorize and direct the
4 state treasurer to pay the salaries of the statewide elected officials so approved; and to
5 provide an effective date for such salaries.

6 WHEREAS, the Compensation Review Commission is required by law to make a study
7 of the salaries, expenses, reimbursements, other forms of compensation, and benefits of
8 statewide elected officials and members of the legislature and may submit a report of its
9 recommendations concerning compensation and benefits to the legislature at any regular session
10 in an odd-numbered year; and

11 WHEREAS, the law further provides that, if approved by concurrent resolution adopted
12 by a favorable vote of a majority of the elected members of each house according to the same

1 procedures and formalities required for the passage of a bill, except for submission to the
2 governor, the salaries recommended in the report shall take effect on the day recommended by
3 the commission in its report and it requires that the concurrent resolution specify such effective
4 date for the salaries; and

5 WHEREAS, the law further provides that, other than recommended salaries, any other
6 recommendation of the commission may be implemented only as provided by such change in
7 law, resolution, rule, or policy as is necessary to provide for such implementation; and

8 WHEREAS, the Compensation Review Commission held extensive public meetings prior
9 to the 2001 Regular Session of the Legislature, including meetings on January 19, 2000,
10 February 8, 9, and 10, 2000, February 16, 2000, September 28 and 29, 2000, January 8, 2001,
11 and January 22, 2001, and the commission received testimony and information from a great
12 number of organizations and individuals, including but not limited to the governor, statewide
13 elected officials or their representatives, a number of secretaries of executive branch
14 departments, the presiding officers of the House and Senate, the clerk of the House of
15 Representatives and the secretary of the Senate, legislators and former legislators, and lobbyists;
16 and

17 WHEREAS, the commission devoted much time and effort to receiving testimony and
18 information and to discussing and deliberating about the appropriate salary amounts and other
19 compensation and benefits which should be provided for members of the legislature and
20 statewide elected officials and submitted a report of the recommendations adopted by the
21 commission together with substantial documentation in a report to the legislature prior to the
22 2001 Regular Session as required by law; and

23 WHEREAS, the commission then met on May 14, 2003, and reviewed, updated, adopted,
24 and submitted its recommendations to the presiding officers of the two houses of the legislature
25 pursuant to law; and

1 WHEREAS, the commission met again on February 21, 2005, and reviewed, discussed,
2 and deliberated its previous recommendations in addition to a variety of information regarding
3 the compensation of statewide elected officials and legislators from several sources; and

4 WHEREAS, the commission, after careful consideration, adopted as its recommendation
5 an increase of seven percent in the salary amounts provided for members of the legislature and
6 statewide elected officials based upon the increase and estimated increase in the cost of living
7 for the years 2003, 2004, and 2005, and submitted a report of the recommendations adopted by
8 the commission together with the information considered by the commission to the presiding
9 officers of the two houses of the legislature pursuant to law.

10 THEREFORE, BE IT RESOLVED that the Legislature of Louisiana does hereby approve
11 a seven percent increase in the salaries for legislators and statewide elected officials as
12 recommended in the report of the Compensation Review Commission to the legislature,
13 submitted in 2005 as provided by law.

14 BE IT FURTHER RESOLVED that the salaries of the legislators approved by this
15 Resolution shall be paid in the same manner as legislative salaries have been paid prior to the
16 adoption of this Resolution.

17 BE IT FURTHER RESOLVED that the state treasurer is authorized and directed to pay
18 warrants for the salaries of statewide elected officials approved by this Resolution.

19 BE IT FURTHER RESOLVED that, as provided in the report of the Compensation Review
20 Commission, the salaries for legislators, for the president of the Senate and the speaker of the
21 House of Representatives, and for the president pro tempore of the Senate and the speaker pro
22 tempore of the House of Representatives approved by this Resolution shall become effective on
23 July 1, 2005.

24 BE IT FURTHER RESOLVED that, as provided in the report of the Compensation Review
25 Commission, the salaries for the governor, the lieutenant governor, the secretary of state, the

1 attorney general, the state treasurer, the commissioner of agriculture, and the commissioner of
2 insurance approved by this Resolution shall become effective on July 1, 2005.

3 BE IT FURTHER RESOLVED that a copy of this Resolution shall be transmitted to the
4 speaker of the House of Representatives, the president of the Senate, and the state treasurer.

DIGEST

The digest printed below was prepared by House Legislative Services. It constitutes no part of the legislative instrument.

CR No.

Present law created the Compensation Review Commission. Requires the commission to study the salaries, expenses, reimbursement, other forms of compensation, and benefits of statewide elected officials and members of the legislature. Requires a report to the legislature 60 days prior to any regular session in an odd-numbered year and authorizes submission of a report every two years at any regular legislative session in an odd-numbered year. Provides that, if approved by concurrent resolution adopted by a favorable vote of the majority of the elected members of each house, the salaries recommended in the report shall take effect on the day recommended by the commission in its report. Requires that the Resolution specify such effective date. Requires that the Resolution be adopted according to the same procedures and formalities required for passage of a bill, except for submission to the governor. Specifies that, other than the recommended salaries, any other commission recommendation may be implemented only as provided by such change in law, resolution, rule, or policy as is necessary to provide for such implementation.

Proposed resolution approves the salaries for legislators and statewide elected officials recommended in the report of the Compensation Review Commission to the legislature, submitted to the presiding officers in 2005 pursuant to law. The recommendation provides that the salaries be increased by 7% based on cost-of-living increases for 2003 (2.3%), 2004 (2.7%), and 2005 (2.0%--estimated). The salary amounts are:

Governor	\$101,650
Other statewide elected officials	\$90,950
Legislators	\$17,976
Speaker of the House and Senate president	\$34,240
Speaker pro tempore and president pro tempore	\$26,215

Proposed resolution provides that the salaries of legislators so approved shall be paid in the same manner as legislative salaries have been paid prior to the adoption of the proposed resolution.

Proposed resolution authorizes and directs the state treasurer to pay warrants for the salaries of the statewide elected officials so approved.

Proposed resolution provides that the salaries so approved shall become effective on July 1, 2005.

APPENDICES

Minutes of Meeting (2/21/05)

- Attachment A - Information pertaining to new commission members
- Attachment B - Compensation Review Commission law (R.S. 42:1481 - 1485)
- Attachment C - Memorandum dated February 10, 2005, relative to current salaries of statewide elected officials, the 2003 recommendation of the commission, and related 2004 legislative activity
- Attachment D - Memorandum dated February 10, 2005, relative to current legislative compensation, the 2003 recommendation of the commission, and related 2004 legislative activity
- Attachment E - Statement from Governor Kathleen Babineaux Blanco
- Attachment F - Resolution adopted by the House Executive Committee relative to supplemental accounts for members of the House
- Attachment G - Resolution and amendments adopted by the Senate Executive Committee relative to supplemental accounts for members of the Senate
- Attachment H - Memorandum dated February 17, 2005, relative to projections for compensation increases based upon teacher salary increases
- Attachment I - Tables relative to compensation and benefits of state legislators obtained from the National Conference of State Legislatures
- Attachment J - Article relative to full-time and part-time legislatures obtained from the National Conference of State Legislatures
- Attachment K - Annual salaries by region of selected state administrative officials obtained from *The Book of the States*, The Council of State Governments, Lexington, KY, 2004
- Attachment L - 2004 population estimates for each state produced by STATS Indiana
- Attachment M - Memorandum dated February 10, 2005, relative to Executive Branch officials and employees making \$85,000 or more
- Attachment N - Memorandum dated February 11, 2005, relative to compensation of Judges
- Attachment O - Memorandum dated February 8, 2005, relative to compensation of Sheriffs

COMPENSATION REVIEW COMMISSION
Minutes of Meeting
February 21, 2005

I. CALL TO ORDER

Mr. Loy Weaver, chairman of the Compensation Review Commission, called the meeting to order at 1:09 p.m. in House Committee Room 4, State Capitol, Baton Rouge, Louisiana. The secretary called the roll.

II. ROLL CALL

Members Present:

Mr. Loy Weaver, Chairman
Mr. Richard Gill
Mr. Ronald Goux
Dr. Jacqueline Mims
Mr. Daniel F. "Dan" Packer, Jr.
Mr. John Squires

Members Absent:

Dr. William L. Jenkins
Mr. Raymond Laborde
Dr. Charles C. Teamer, Sr.

Staff Members Present:

Anne Dunn, House Legislative Services, Governmental Affairs Division Director
Patricia Lowrey-Dufour, House Legislative Services, Legislative Analyst
Yolanda Dixon, Senate Administration Services, First Assistant Secretary of the Senate
Rhonda R. Repetowski, House Legislative Services, Administrative Secretary

III. DISCUSSION

Mr. Weaver asked each commission and staff member to introduce themselves for the benefit of all the members and the audience. He thanked all of the members for their service on the commission. Biographies of new members are included as attachments to these minutes (Attachment A).

Ms. Yolanda Dixon, First Assistant Secretary of the Senate, briefed commission members on the duties and responsibilities of the Compensation Review Commission as defined in R.S. 42:1481-1485 (Attachment B).

Ms. Patricia Lowrey-Dufour, House Legislative Analyst, asked commission members to direct their attention to memorandums which detailed information on the 2003 commission recommendations and related 2004 legislative history pertaining to statewide elected officials (Attachment C) and legislators (Attachment D). She briefly reviewed this information.

Mr. Weaver asked Ms. Dixon to review the commission recommendations from 2001. An excerpt from the commission report of January 22, 2001, is as follows:

"Commission Recommendation for Legislative Salary as Adopted by the Commission on January 22, 2001

This recommendation for payment of legislative salary is in addition to the recommendation for a legislative expense allowance adopted by the commission on September 29, 2000.

Recommendation:***Salary***

That the unvouchered expense allowance be discontinued; that the annual salary of each legislator shall be \$41,500; that the annual salary of the House speaker and the Senate president shall be \$72,450 per year; that the annual salary of the House speaker pro tempore and the Senate president pro tempore shall be \$51,500.

Effective Date:

That the salary increases recommended shall become effective as follows:

- (1) That one-half of the salary increase shall become effective when a salary increase or increases for teachers in Louisiana public elementary and secondary schools granted after this date in a total amount of \$3,000 from this date become effective, and
- (2) That only after condition (1) is met, the remaining one-half of the salary increase shall become effective one year after the date the first half of the increase becomes effective.

Commission Recommendation for Legislative Expense Allowance as Adopted by the Commission on September 29, 2000**Recommendation:**

That the \$500-per-month-vouchered expense allowance for House and Senate members be increased to \$1,500 per month, replacing the present \$1,500 vouchered supplemental expense allowance for House members, as well as Senate expenditures for senators for items now covered by the present House supplemental expense allowance; that a legislator may carry forward from month to month the unexpended balance from prior months, but may carry forward at the end of the fiscal year not more than an unexpended balance of \$3,000; that this vouchered expense allowance be the legal maximum expense allowance provided to a representative or a senator; that this limitation shall not preclude the payment by the House or Senate for a member of extraordinary expenses approved by the respective presiding officer and that such extraordinary expenses shall be reported to the Legislative Budgetary Control Council and the Compensation Review Commission; that the allowance shall be used only for expenses directly related to the duties of office and shall not be used

for political purposes, including but not limited to any publication or communication that has the effect of supporting or opposing the election or reelection of a person to public or party office; that the legislature, through the Legislative Budgetary Control Council (LBCC), shall establish uniform rules for the House and Senate governing administration and permissible uses of the expense allowance and that the LBCC shall provide daily oversight and regulation of the expense allowance. It is further recommended that the commission reexamine the amount of the allowance each biennium.

Commission Recommendation for Salary for Statewide Elected Officials and the Governor As Adopted by the Commission on January 22, 2001

Recommendation:

Governor

That the annual salary of the governor shall be \$150,933.

Statewide Elected Officials - Lieutenant Governor, Secretary of State, Attorney General, Treasurer, Commissioner of Agriculture, Commissioner of Insurance, and Commissioner of Elections

That the annual salary of each of the other state officials elected statewide shall be \$125,933.

Funding:

That the salary increase shall be funded from the existing revenues of each respective department or office.

Effective Date:

That the salary increases recommended shall become effective as follows:

- (1) That one-half of the salary increase shall become effective on July 1, 2001, and
- (2) That the remaining one-half of the salary increase shall become effective on July 1, 2002."

Mr. Weaver stated that the commission had held exhaustive hearings in 2001 and heard much testimony from legislators, statewide-elected officials, and other interested parties. He complimented the staff for the thorough research performed and information provided to the commission to enable them to perform their duties in making a recommendation.

Mr. Weaver said that the governor was unable to attend the meeting today because of a conflict, but

that she asked that he read a statement from her (Attachment E). The statement is addressed to the members of the Compensation Review Commission and reads as follows:

"I appreciate the dedication of the Compensation Review Commission and your desire to propose a system of fair and equitable compensation for elected officials. While many factors may be worth considering, I believe that two are most important and should be linked. First, I believe raises for elected officials should be limited to a standard cost-of-living increase, similar to the four percent adjustments that are given annually to state workers. Second, and most importantly, I believe no elected officials should be granted a cost-of-living increase until our public school teachers are given a substantial raise. Our teachers have gone above and beyond the call of duty in educating our young people and helping Louisiana earn national recognition for success in school accountability. They have earned a pay raise. Therefore, I believe our teachers should be our first priority for pay raises, and only after their needs have been addressed should elected officials be given a limited cost-of-living adjustment similar to that which state employees earn.

Again, let me thank you for allowing me to submit testimony to this committee. I also want to thank you for your dedication to the state of Louisiana and for volunteering your time to help make our state a better place."

Mr. Weaver stated that the initial research of the commission included review of legislative compensation in this state and other states. The commission found that, like Louisiana, other states sometimes use expense allowances because they are more accepted by the public. He said legislative duties were found to differ from state to state. Mr. Weaver said the past recommendations of the commission addressed legislative expense allowances. In Louisiana, the House and Senate also handled allowances differently, but recently have adopted resolutions to handle supplemental accounts similarly (Attachment F and G).

Mr. Weaver said he felt it was also important to mention that prior to 1997, legislators were contributing to the state employees retirement system. They were given service credit for their years of service. This was changed in 1997 and service credit is no longer given. The commission found that Louisiana is one of eight states in which there is no retirement benefit for service in the legislature. He said the legislature does not get much recognition for eliminating this retirement benefit.

Mr. Weaver also pointed out that the commission tied its recommendations to teacher pay raises in 2001. In 2003, the commission recommended that the 2001 recommendations be adopted. The commission recommendations, he said, have not been adopted.

In summary, Mr. Weaver said the commission found that, in most of the progressive states, the more accepted way of determining salary increases was to do what Louisiana is doing here with the creation of a commission of independent thinkers. He said Louisiana first established a Judicial Compensation Commission which worked well. Legislators then patterned the Compensation Review Commission similarly. He said the commission opined that if the initial recommendation was appropriate, then biennially the commission could consider a three or four percent cost-of-living

increase.

Mr. Weaver referred commission members to the memorandum relative to projections for compensation increases based upon teacher salary increases (Attachment H). He said had legislators received the same percentage increase in their salaries during a period of time since their last increase as teachers have received, their base salary would be \$39,816 and their unvouchered expense allowance would be \$7,320. Mr. Weaver stated that following the same method for projections, the salary of statewide elected officials would be \$117,300 and the salary of the governor would be \$131,100.

Other related information included in the member folders was a compilation of information from the National Conference of State Legislators relative to compensation and benefits of state legislators in all states (Attachment I).

Mr. Squires said he was in opposition to most suggestions in 2001, and after voting in favor of the recommendations in 2003, he felt that he should have stated his opposition. Mr. Squires said that he is not against an increase. As a businessman, he has received and given lots of increases. None of them, he continued, came close to the past recommendations. He said he is of the opinion that the commission would be doing a disservice to the legislature and statewide elected officials by recommending 48% and 52% increases. Mr. Squires said he does not believe the legislature will consider the matter this year, and probably not in 2007. Mr. Squires said he is of the opinion that the commission is meeting as required by law, but he does not feel that the recommendations will be adopted by the legislature and that the governor would veto the measure if adopted. Mr. Squires said he supports a gradual increase, but is opposed to the past recommendations.

In response to inquiry from Mr. Gill, staff confirmed that legislators received their last salary increase in 1980 and received the expense allowance in 1997. Mr. Gill asked of Mr. Squires, as a veteran commission member, if he had a recommendation.

Mr. Squires responded that he supported tying the recommendation to a teacher increase in 2001 and was still in support of that condition. Mr. Squires said the commission should focus on submitting a realistic recommendation and was open to a four or similar percent increase. Mr. Squires did note that tying pay increases to teacher increases was not a charge of the commission.

Mr. Weaver agreed with Mr. Squires in that if the commission could recommend a reasonable salary, then it would be easier for the commission to recommend subsequent cost-of-living increases.

Mr. Weaver pointed out to the commission that the governor could not veto the salary increase resolutions, if adopted by the legislature, since resolutions are not subject to the governor's veto. He further clarified that he is not disregarding the statement by the governor because he is sure the governor is trying to act in a fiscally responsible way and do her job as governor.

In response to Mr. Gill's inquiry regarding recommendation of a reasonable base, Mr. Weaver agreed that the commission should work towards that goal.

Mr. Weaver stated that there are varying opinions regarding how salaries should be set. He said he is of the opinion that the commission serves a useful purpose and all of its members, past and present, are fiscally responsible. Mr. Weaver said he believes the commission should make recommendations that they believe could be adopted. He also said the leadership in the House and Senate should be encouraged to implement the recommendations of this commission. If they do not support the commission, he continued, then one would have to question if the commission is a waste of taxpayer and staff time and money.

Mr. Squires agreed that the commission is not serving a useful purpose if its recommendations are not supported, but is of the opinion that based on teacher salaries and the budget deficit that the recommendations will not be approved this year. Regardless, he continued, the commission should make an honest effort to adopt reasonable recommendations.

Dr. Mims stated her belief that the laborer is worthy of his hire. She also stated her belief that statewide elected officials are entitled to increased compensation. Dr. Mims said that the commission members may have varying opinions on the amount of the increase. She said she supports the commission making salary recommendations. Dr. Mims commented that the commission should consider thinking "outside of the box" relative to implementation of recommended increases.

In response to inquiry from Dr. Mims, response was given that the commission is required to make a study of the salaries, expenses, reimbursements, other forms of compensation, and benefits of only statewide elected officials and members of the legislature, not of any other officials. Dr. Mims said that she is in full support of a teacher raise, but she is of the opinion that one cannot just focus on the teachers and ignore everybody else. Teachers need to be compensated, statewide elected officials need to be appropriately compensated, and so do others, she stated. The legislature also sets the compensation for school board members, so that was the reason for her asking if the commission was limited to recommending increases for statewide elected officials and legislators only.

Dr. Mims said she was in favor of comparing salaries in Louisiana to salaries in other states, but also comparing our governmental organizational structure in terms of authority, responsibility, and liability. In her opinion, the salary of the attorney general should not be greater than that of the governor.

Mr. Weaver said that very issue was discussed in past meetings. He recalled the consensus of opinion of the commission was that the salaries should probably not be the same, but that politically it was impossible to distinguish between the departments. In past meetings, Mr. Weaver continued, the commission heard testimony from statewide elected officials. Treasurer Kennedy did not support an increase, he said.

Mr. Packer stated his understanding that it is not the job of the commission to do anything for the teachers, but recognized this is a priority for the governor. In business, under normal circumstances, one would research the market to determine pay. Mr. Packer stated that even though the salary levels have not been increased for quite some time, the salary levels have not been a deterrent to

candidates who qualify for these offices. On the other hand, Mr. Packer continued, some sort of adjustment should be made for the changes in economic conditions. Mr. Packer said he supports going back to 2003, when the commission last reported, and recommending nothing more than cost-of-living increases since that time. He stated his opinion that going back to 1980 would be too far.

Mr. Weaver announced that the commission would recess for 15 minutes.

Upon reconvening, Mr. Weaver announced that the commission is currently without a vice chairman since Mr. Herbert Boydstun is no longer a commission member. He asked the members to consider a nominee for vice chairman. Mr. Goux made a motion to nominate Mr. Squires as vice chairman. The motion was seconded by Mr. Gill. There being no objection, the motion to elect Mr. Squires as vice-chairman passed unanimously by a vote of 6 yeas and 0 nays. Mr. Gill, Mr. Goux, Dr. Mims, Mr. Packer, Mr. Squires, and Mr. Weaver voted yea.

Mr. Goux commented that with implementation of term limits, it is important for good, qualified individuals to run for these offices and important to have appropriate salaries associated with the offices. Also taking into consideration the wishes of the governor, he said, Mr. Goux made a motion that the commission recommend that legislators receive an increase to their base salary by the amount of cost-of-living increases since 2003.

Mr. Weaver stated that based on figures obtained by staff, the increase of which Mr. Goux spoke would be a seven percent (7%) increase. The increase in the consumer price index for 2003 is 2.3%, 2004 is 2.7%, and 2005 is estimated at 2.0%.

Mr. Goux stated his support of a seven percent (7%) increase.

Mr. Gill seconded the motion for purposes of discussion.

Mr. Gill suggested an amendment that statewide elected officials be considered at the same time. He asked if there was a reason not to follow that protocol.

Mr. Weaver said that, in the past, the commission has approved separate resolutions.

In response to inquiry from Dr. Mims regarding if it is advantageous to have separate resolutions, Mr. Weaver responded that the legislature could adopt one and not the other. Mr. Weaver also reminded commission members that the legislature does not have the authority to modify the resolution.

Dr. Mims said she would support a cost-of-living increase, but is concerned about having a complete picture with regard to statewide elected officials and how the legislature fits into that piece of the puzzle.

Mr. Weaver stated his opinion that information gathered at previous meetings would help provide the big picture to which Dr. Mims referred. He encouraged the new members to utilize all of this available information, all of which is included in the previous commission reports and appendices.

Mr. Packer confirmed that the current base salary for legislators is \$16,800. Referring to the information contained in an article from the National Conference of State Legislatures (Attachment J), Mr. Packer said our legislature falls under the category of "white legislatures" which spends the equivalent of two-thirds of a full time job being legislators. He said if you look at the other states that are in the white group, the salary base for our legislators is in the middle or low middle of this group. Mr. Packer stated his opinion that if the commission could get on a schedule with, at least, cost-of-living increases then they are maintaining the status quo. Mr. Packer also stated his support of the commission continuing to monitor salary increases in other states. Mr. Packer stated his opinion that if the recommendations of the commission keep up with inflation, then they would address issues of fairness for our legislators and statewide elected officials.

Mr. Gill agreed with Mr. Packer's comments. He does believe that the legislature has a heavier workload than they did 25 years ago. Mr. Gill said they are probably more full-time than one would like to think. Mr. Gill stated his opinion that most legislators are here because they want to do something good for the state and do not expect to be compensated the same as they would in private employment. Mr. Gill does not think it is practical to make the same recommendation as in the past. He said a cost-of-living increase for the last two years may be an appropriate and legitimate recommendation. Mr. Gill also stated his support of Mr. Squires previous comment that if the commission recommends an increase such as for cost-of-living increases and cannot get support, the commission is not providing a useful service.

Mr. Goux called the question on the subject matter.

Mr. Weaver began to restate the motion and then asked commission members to further discuss the issue of the unvouchered expense allowance. He stated that the past recommendation called for the elimination of the unvouchered allowance in conjunction with the salary increase. Mr. Weaver stated his opinion that an unvouchered expense allowance is compensation, is salary, and should be treated as such. Mr. Weaver asked Mr. Goux if he would amend his motion to eliminate the unvouchered expense allowance and add it to the base salary after the seven percent increase is applied.

In response to inquiry relative to the legislative expense allowances from Mr. Packer, Mr. Weaver explained that the unvouchered expense allowances are received by legislators without supporting documentation and are taxable as income. The vouchered expense allowances, he said, require documentation supporting the expenses incurred.

Mr. Squires asked Mr. Weaver if he was suggesting that the recommendation be to increase the base salary by seven percent, abolish the unvouchered expense allowance, add \$6,000 to the subtotal received, and call it salary. Mr. Weaver responded affirmatively.

Mr. Weaver clarified that separate legislative instruments would be necessary to effect these recommended changes.

Mr. Goux requested that the instruments include that the seven percent is based on cost-of-living adjustments for 2003, 2004, and 2005 so this information will be clear to the public.

Mr. Goux called the question on the subject matter.

Mr. Weaver reminded the commission members that the recommendation should include an effective date. After discussion among commission members regarding possible dates, Mr. Goux amended his motion to include an effective date of July 1, 2005.

Mr. Weaver restated the motion made by Mr. Goux, and seconded by Mr. Gill, to recommend granting a seven percent cost-of-living increase in the base salary, to eliminate the \$6,000 unvouchered expense allowance, to add \$6,000 to the base salary after the cost-of-living increase is applied, and to make the changes effective on July 1, 2005. There being no objection, the motion passed unanimously by a vote of 6 yeas and 0 nays. Mr. Gill, Mr. Goux, Dr. Mims, Mr. Packer, Mr. Squires, and Mr. Weaver voted yea.

A table reflecting this motion is as follows:

<i>Effective 7/1/05</i>	Base Salary	7%	Subtotal	+\$6,000	Total
Legislators	\$16,800	\$1,176	\$17,976	\$6,000	\$23,976
Presiding Officers	\$32,000	\$2,240	\$34,240	\$6,000	\$40,240
Pro Tempores	\$24,500	\$1,715	\$26,215	\$6,000	\$32,215

Mr. Weaver said the next order of business is to discuss statewide elected officials.

Ms. Dunn, Governmental Affairs Division Director, responded to inquiry by stating that the last pay raise received by statewide elected officials became effective January 8, 1996.

Mr. Weaver stated that, in his recollection, the legislation granting the increase in 1996 also included provisions authorizing that salaries be tied to the salary of the chief justice of the supreme court which in effect would authorize adjustment every time the salary of the chief justice was adjusted. He stated his belief that the tie to the salary of the chief justice was the intent of the legislation, but there was some controversy regarding the issue resulting in the inability to implement these provisions.

Ms. Lowrey-Dufour explained to the commission members that there was an Act in the 1995 Regular Session to set the salary of the statewide elected officials and the increase was tied to the salary of the chief justice of the supreme court. However, she continued, there was a very deliberate floor amendment to the legislation that tied the salary to that of the chief justice as of October 1, 1995, which effectively froze the amount. Ms. Lowrey-Dufour explained that it was a very deliberate floor amendment. These provisions, located in Title 36, also set the salary of the governor at \$95,000 and specified that it could not be changed except by Act of the legislature. She said the

Act, basically, consolidated all of the salary provisions for statewide elected officials that were scattered throughout the statutes.

Ms. Dunn informed the commission members that prior to 1995, an Act was passed that provided for the civil service commission to set the salaries. However, she said, the attorney general opined that those provisions were unconstitutional and should not be followed. Civil Service did not make salary adjustments and the law was changed to provide those salaries in present law.

In response to inquiry from Dr. Mims, Ms. Lowrey-Dufour explained that although the salary of the chief justice has increased, the salaries of statewide elected officials have not increased because of the Act in its final form which included a floor amendment tying the salaries to the salary of the chief justice on a specific date, thereby disallowing automatic adjustments.

Mr. Gill restated his understanding that the statewide elected officials last received a raise in 1996 and there, currently, is no mechanism in place to provide automatic adjustments. Mr. Weaver said that Mr. Gill's statement was correct.

Relative to the prior discussions regarding legislative salaries, Mr. Squires asked if the commission would have to separately address increases for the presiding officers. Ms. Lowrey-Dufour explained that the base salary of legislators is \$16,800, the base salary of the presiding officer in each house is \$32,000, and the base salary of the pro tempore of each house is \$24,500.

Mr. Weaver stated that the previous motion adopted by the commission members regarding legislative pay was not being amended, just clarified with regard to the presiding officers who have a base salary greater than \$16,800.

All commission members who voted in favor of the motion were present and in agreement to the motion as passed and clarified.

Discussion resumed on the salaries of statewide elected officials. Attention was directed to a table of annual salaries of selected state administrative officials obtained from *The Book of the States* (Attachment K). Mr. Weaver pointed out that in some states, Alabama for example, state officials do not all earn the same salary. In Alabama, the attorney general earns a substantial amount more than the governor.

Mr. Squires agreed that it is not always appropriate to compare office to office among states because of varying levels of authority and responsibility among the states.

Mr. Weaver said he possesses a document including 2004 population estimates of each state in the event a commission member was interested in the information (Attachment L).

Mr. Packer commented that looking at the regional averages, the \$85,000 salary of our statewide elected officials primarily falls below the regional averages with only a few exceptions. He said he was of the opinion that a cost-of-living adjustment could also apply to statewide elected officials. Mr. Packer suggested that the commission should be more diligent in the review of these salaries

if the recommendations are adopted.

Other relevant information in commission member folders for the meeting included a memorandum regarding executive branch officials and employees making \$85,000 or more (Attachment M), a memorandum regarding compensation of judges (Attachment N), and a memorandum regarding compensation of sheriffs (Attachment O).

Mr. Packer moved to recommend granting a seven percent cost-of-living increase in the base salary of the governor and statewide elected officials. Mr. Squires seconded the motion.

Dr. Mims commented that she would like to see the governor make more than \$9,000 more than the other statewide elected officials, but she would support the motion.

Mr. Weaver restated the motion made by Mr. Packer, and seconded by Mr. Squires, to recommend granting a seven percent cost-of-living increase in the base salary of the governor and statewide elected officials. There being no objection, the motion passed unanimously by a vote of 6 yeas and 0 nays. Mr. Gill, Mr. Goux, Dr. Mims, Mr. Packer, Mr. Squires, and Mr. Weaver voted yea.

Mr. Weaver reminded the commission members that a separate motion was needed to address effective date since it was not included in the previous motion.

A motion was made by Dr. Mims, and seconded by Mr. Packer, to make the salary increases of the governor and statewide elected officials effective on July 1, 2005. There being no objection, the motion passed unanimously by a vote of 6 yeas and 0 nays. Mr. Gill, Mr. Goux, Dr. Mims, Mr. Packer, Mr. Squires, and Mr. Weaver voted yea.

A table reflecting these motions is as follows:

<i>Effective 7/1/05</i>	Base Salary	7%	Total
Governor	\$95,000	\$6,650	\$101,650
Statewides	\$85,000	\$5,950	\$90,950

Mr. Weaver stated that the commission report will be submitted in accordance with law which states that the report shall be submitted to the offices of the speaker of the House of Representatives and the president of the Senate, who shall distribute a copy to each member of their respective house of the legislature.

In closing comments, Mr. Weaver stated his wish for the legislature to determine if the commission is the proper way in which to handle these matters. The commission recommended an appropriate starting place with the hope that it could, in the future, recommend small cost-of-living increases and keep everyone at an appropriate level. The commission has attempted to not be political, he continued, but there seems to be little support for one-time adjustments. Mr. Weaver stated his

opinion that the recommendations of the commission approved today are reasonable and appropriate. He stated his trust that the legislature and its leadership should either actively support these recommendations or consider alternative ways of arriving at the compensation. Speaking on behalf of the commission members, Mr. Weaver said the members are certainly willing to serve and interested in the process, but it would seem to be a waste of government resources if the recommendations of the commission are not supported.

Mr. Weaver expressed his appreciation to the new members for their service. He suggested that it might be helpful for the commission to meet after session to review legislative action taken relative to these matters.

In closing comments, Dr. Mims stated that it is an honor and a privilege to serve. Having served as a school board member for 14 years, she said, she strongly believes that the laborer is worthy of his hire. Dr. Mims said that if government was only represented by the rich, then who would understand and appreciate the plight of the poor. She stated that, oftentimes, there are individuals who want to serve and are willing to make enormous sacrifices to serve the public, but their financial and family obligations impede their ability to do so. Dr. Mims stated her belief of equal representation for all persons, irregardless of their economic status. She believes that it is important to allow individuals the opportunity to serve. She believes that legislators, similar to school board members, really serve more than part time because of obligations such as telephone calls and meeting attendance and presentations.

IV. OTHER BUSINESS

There was no other business.

V. ANNOUNCEMENTS

There were no announcements.

VI. ADJOURNMENT

There being no further business, the meeting was adjourned at 3:21 p.m.

Respectfully submitted,

Loy Weaver, Chairman
Compensation Review Commission

*The attachments for these minutes are on file with the House Legislative Services
Research Library and the House Committee on House and Governmental Affairs.*